

ZIG SHENG INDUSTRIAL CO., LTD.

The key points and resolutions of each meeting

From the 2024 year to February 26 of the 2025 year, the company's handling of the opinions of the salary and remuneration committee was submitted to the board of directors for discussion. The key points and resolutions of each meeting are as follows :

Compensation Committee				Report to the board meeting		
Proposal content	Meeting data	Period	Resolution reslt	Meeting data	Period	Resolution reslt
Review of the company's 2023 employee remuneration and director remuneration.	March 1, 2024	4th session of the 5th term	All members attended and agreed.	March 8, 2024	10th session of the 19th term	Passed without objection.
- Review of the 2024 year-end bonus and supervisor bonus for the company's managerial officers and directors who concurrently serve as employees. - Review the 2025 director compensation. - Review the 2025 managerial officers compensation.	December 18, 2024	5th session of the 5th term	All members attended and agreed.	January 10, 2025	14th session of the 19th term	Passed without objection.
Review of the company's 2024 employee remuneration for manger officers and director remuneration.	February 26, 2025	6th session of the 5th term	All members attended and agreed.	March 7, 2025	15th session of the 19th term	Passed without objection.